



# Let's Talk About



In a very short period of time, COVID-19 has rebounded in our community. This is due in large part to the fact that a significant portion of the population remains unvaccinated, and the Delta variant of the virus has proven to be more infectious than previous variants. If you have not been vaccinated, please consider doing so. It is the single best thing you can do to protect yourself, your family, and your co-workers. [Additionally, if you are currently vaccinated or become vaccinated in the coming weeks, you will:](#)

- ⇒ not need to quarantine if you have close contact with a positive individual;
- ⇒ be eligible for 80 hours of Paid Quarantine Leave (uniform employees are provided leave under Texas State House Bill 2073); and
- ⇒ be eligible to receive a Vaccine Incentive of up to \$300.

Here is an overview of COVID-19 information, as it relates to our workplace, along with vaccination, and other important related details.

## **NEW! Vaccine Incentive**

Vaccines are safe and effective at preventing severe illness, serious diseases, and complications from COVID-19. To encourage vaccination, full-time, part-time, civilian and uniform City employees will be offered a cash payment, once fully vaccinated. Earned incentives will be grossed up so that employees receive the full amount after taxes.

Received First Vaccine	Incentive Earned Once Fully Vaccinated	Paid Quarantine Eligibility
Prior to September 1, 2021 (includes employees who have already been vaccinated)	\$300	*80 hours (pro-rated for part-time employees)
Prior to October 1, 2021	\$200	NA
Prior November 1, 2021	\$100	NA
To earn incentive, proof of full vaccine must be provided prior to December 1, 2021.		

## **How to redeem the Vaccine Incentive:**

- ⇒ Submit a copy of your completed COVID-19 vaccine card to your department's Employee Relations Business Partner or text a picture of it with your name and SAP # to [210.207.3700](tel:210.207.3700). You will receive a text response once your card has been received and verified (typically within one to two business days).
- ⇒ [If you submit your vaccine card by August 26, you will receive your Vaccine Incentive on September 3.](#) Payments will be processed every pay period thereafter as vaccine cards are submitted.

## **NEW! Paid Quarantine Leave**

Effective August 11, 2021, the City will offer Paid Quarantine Leave to full-time and part-time civilian employees who are fully vaccinated or who receive their first vaccine prior to September 1 **and** provide proof of full vaccination prior to December 1. Quarantine Leave can be used when an employee:

- ⇒ tests positive for COVID-19 or
- ⇒ is experiencing COVID-19 symptoms.

Unvaccinated employees who are required to quarantine after September 1 must use their own leave and will not be permitted to work remotely.

For full details about this Paid Quarantine Leave Program or uniform information regarding Texas State House Bill 2073, scan the QR Code on the right.

In coordination with 2022 Employee Benefits Open Enrollment, October 11-24, employees will provide the City with their vaccination status.



**SCAN ME**

**Paid  
Quarantine  
Leave  
Guidelines**

### Quarantine

Below please find a reference guide that explains quarantine for civilian (non-uniform) employees.

COVID Reason	Quarantine Period
<b>Symptomatic</b>	Until receipt of PCR (non-rapid) test results
<b>Positive</b>	Quarantined 10 days from onset of symptoms or date of asymptomatic positive test
<b>Close Contact (Vaccinated)</b>	Not required to quarantine. Required to get a non-rapid PCR 3-5 days from last exposure
<b>Close Contact (Not Vaccinated &amp; Will not have additional exposure)</b>	Quarantined for 14 days; if they become symptomatic, must get a non-rapid PCR test
<b>Close Contact (Not Vaccinated &amp; Not able to Isolate)</b>	Quarantined for 14 days after the last exposure (potentially for 24+ days) *Example- a parent with a minor child continues to care for the minor until they are no longer contagious. The child is contagious for 10 days then the parent will begin their 14 day period. The parent would be quarantined for 24 days

### Vaccination

The COVID-19 vaccine is **FREE** and widely available throughout our community.

- ⇒ Alamodome Drive-Thru Clinic (100 Montana St., Parking Lot B)
  - ⇒ Wednesday-Friday, 4-8 p.m., 12 years and older
- ⇒ Pop-Up Clinic Locations: Scan the QR Code on the right
- ⇒ Vaccine Providers: [www.vaccines.gov/search](http://www.vaccines.gov/search)
- ⇒ Grocery stores, pharmacies, and physician offices—If you are on the City's medical plan, you can visit an in-network health care provider to receive the vaccine. Call the Blue Cross and Blue Shield of Texas Member Services Line at 1.800.521.2227 for help with finding a provider near you.



**Pop-Up  
Clinic  
Locations**

**Note:** Employees must seek approval from their supervisors and follow departmental procedures to receive the COVID-19 vaccine during work time. With supervisor permission, employees can receive their vaccine during their normal workday on paid time.

### Additional Ways to Slow the Spread

Here are the ways we are working to slow the spread of COVID-19 within the City workforce:

- ⇒ Per the updated guidance from the CDC, it is required that **ALL employees** wear a mask while in City facilities when unable to socially distance, including situations where individuals are riding together in vehicles while on City business.
- ⇒ Voluntary COVID-19 testing for employees is taking place at specific City worksites. This testing will continue while the risk level for the community remains elevated.

### Employee COVID-19 Hotline

The Employee COVID-19 Hotline is here to assist you—**210.207.4747**. It is open seven days a week from 6 a.m. to 11 p.m.

